

# INTEROFFICE MEMO



County of San Bernardino

DATE June 3, 2010

PHONE (909) 387-5787

FROM **MARGARET D. SMITH**, Benefits Chief  
Employee Benefits and Services Division  
Human Resources Department

TO **ALL COUNTY EMPLOYEES**

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SUBJECT **IMPORTANT INFORMATION REGARDING DEPENDENT COVERAGE TO AGE 26  
AND THE EMPLOYEE ASSISTANCE PROGRAM**

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Pursuant to the recently enacted **Health Care Reform** legislation, you are now eligible to add your adult children to your medical and dental insurance plans up to their 26<sup>th</sup> birth date through the Open Enrollment process June 1 – 18, 2010. However, the child must not be eligible for coverage elsewhere.

The legislation allows you to add your biological, adopted, step or foster adult child regardless of their student status, their residency with you, their financial dependence on you or their marital status. If your child was not previously covered by you on a County plan, then you must submit the child's birth certificate that shows you as the parent.

You can enroll your newly eligible dependents through eBenefits during the 2010 Open Enrollment period.

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Effective July 30, 2010, the County will terminate its **Employee Assistance Program (EAP)** currently provided by Managed Health Network (MHN).

Beginning with the County's new benefit Plan Year July 31, 2010, employees and their dependents will begin accessing all mental health/substance use services directly through their County sponsored health plans, Health Net and Kaiser Permanente. In the case of those who opt out of their County sponsored health plans, they will access these services through the medical plan with which they are covered.

This change is a result of the recently enacted Mental Health Parity and Addiction Equity Act (MHPAEA) which mandates that all health carriers are required to provide mental health and substance use benefits at the same level as medical/surgical needs with respect to co-pays, deductibles and annual/lifetime maximums. It is anticipated that this change will save approximately \$350,000 annually by eliminating the duplication of benefits now provided through the County sponsored health plans.

For employees currently accessing counseling sessions through the EAP, MHN will contact client providers to refer employees to their medical plans to continue any treatment in progress at the time of contract termination. Please contact MHN directly at (800) 777-9276 if you have any questions.

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Employees wishing to access other **work/life services** such as legal assistance, Will preparation and financial counseling are encouraged to contact Minnesota Life by calling (866) 293-6047.

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If you should have any questions regarding these changes or any other Benefits questions, please contact Employee Benefits and Services at 909-387-5787.